



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles
CHIEF EXECUTIVE OFFICE

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September 24, 2013

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

20 September 24, 2013

Sachi A. Hamai
SACHI A. HAMAI
EXECUTIVE OFFICER

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**SALARIES FOR VARIOUS NON-REPRESENTED CLASSIFICATIONS
(ALL DISTRICTS - 3 VOTES)**

SUBJECT

Approve general salary movement for non-represented classifications, including classifications subject to the provisions of the Management Appraisal and Performance Plan (MAPP).

IT IS RECOMMENDED THAT THE BOARD:

Approve salary adjustments and related changes as set forth in the accompanying ordinance amending Title 5 – Personnel, and Title 6 – Salaries of the Los Angeles County Code; and instruct the Auditor-Controller to make all payroll system changes necessary to implement the changes.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Successor Memoranda of Understanding (MOUs) for bargaining units 601 (Firefighters), 602 (Supervisory Firefighters), 612 (Supervisory Peace Officers), 613 (Public Defender Investigators), 641 (Beach Lifeguards), and 642 (Supervisory Beach Lifeguards) were approved by the Board on June 25, 2013, and agreements for bargaining units 611 (Peace Officers) and 701 (Deputy Probation Officers) were approved on July 23, 2013. The MOU agreements were approved for the period of February 1, 2013 through January 31, 2015, and provide for a 2 percent (8 level) salary increase effective July 1, 2013; a 2 percent (8 level) salary increase effective July 1, 2014; and a 2 percent (8 level) salary increase effective January 1, 2015.

In conjunction with the successor MOUs, the Board approved corresponding salary movements for certain related non-represented employees in the Sheriff, Fire, and Public Defender departments not subject to the provisions of the Management Appraisal and Performance Plan (MAPP).

In light of these agreements, it would be appropriate to extend comparable pay adjustments to all other non-represented classifications. We recommend approval of a 2 percent (8 level) salary adjustment effective October 1, 2013; a 2 percent (8 level) salary adjustment effective October 1, 2014; and a 2 percent (8 level) salary adjustment effective April 1, 2015 for all non-represented, non-MAPP employees in other departments whose salaries were not adjusted as a result of the Board actions on June 25, 2013 or July 23, 2013. We further recommend approval of 2 percent general salary adjustments effective October 1, 2013, October 1, 2014, and April 1, 2015, for all Tier I MAPP participants, who have received a performance rating of "Met Expectations" or higher, and to all Tier II MAPP participants.

We are also recommending an increase in the current Manpower Shortage Range authority from a maximum of 11 percent to a maximum of 20 percent. The Manpower Shortage Range is used to address critical recruitment and retention issues in specific positions or classifications. In the event that staffing shortages occur, a 20 percent maximum Manpower Shortage Range authority will provide increased flexibility to address specific staffing needs, in support of implementation of the Affordable Care Act (ACA) in 2014 and for other positions as needed. Corresponding adjustments are also recommended for MAPP participants in order to maintain supervisory differentials.

Finally, we are recommending minor technical changes, deleting obsolete provisions of the Physician Pay Plan, deleting obsolete references to certain uniform allowances, and making corresponding changes to the MAPP provisions as a result of the salary adjustments.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote the County's Strategic Plan Goal of Fiscal Sustainability by providing for a wage and benefit structure that is financially responsible.

FISCAL IMPACT/FINANCING

These increases are within the parameters established by the Board. The County's pension actuary, Buck Consultants, has advised that the proposed salary adjustments do not exceed the increase in payrolls assumed in the current actuarial valuation of the retirement plan. Therefore, there will be no negative impact on the funded status of the retirement system.

The salary movement recommended in this letter has been included in the County Budget for Fiscal Year 2013-2014.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Successor MOUs 601, 602, 611, 612, 613, 641, 642, and 701 establish a two-year term and provide for a 6 percent salary increase over two years. Comparable salary increases would be extended to non-represented employees as noted above. The Manpower Shortage Range increase to a maximum of 20 percent supports implementation of the ACA and provides increased flexibility to mitigate other potential staffing shortages.

The accompanying ordinance has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

There is no impact on current services.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. T. Fujioka', with a long horizontal line extending to the right.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:JA:MTK

VMH:NV:PB:mst

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources